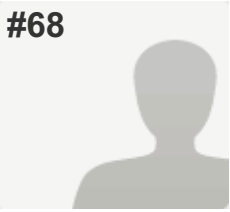


#68

**COMPLETE****Collector:** Web Link 1 (Web Link)**Started:** Monday, June 20, 2016 4:33:02 PM**Last Modified:** Tuesday, June 28, 2016 2:03:25 PM**Time Spent:** Over a day**IP Address:** 205.221.223.251

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Q1: Name of School District:	CAL Community School District
Q2: Name of Superintendent	Steven J. Lane
Q3: Person Completing this Report	Steven J. Lane

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Q4: 1a. Local TLC Goal	<i>Respondent skipped this question</i>
Q5: 1b. To what extent has this goal been met?	<i>Respondent skipped this question</i>
Q6: 1c. Description of Results Including Short and Long-Term Measures (limited to 3000 characters)	<i>Respondent skipped this question</i>
Q7: 2a. Local TLC Goal	<i>Respondent skipped this question</i>
Q8: 2b. To what extent has this goal been met?	<i>Respondent skipped this question</i>
Q9: 2c. Description of Results Including Short and Long-Term Measures (limited to 3000 characters)	<i>Respondent skipped this question</i>
Q10: 3a. Local TLC Goal	<i>Respondent skipped this question</i>
Q11: 3b. To what extent has this goal been met?	<i>Respondent skipped this question</i>
Q12: 3c. Description of Results Including Short and Long-Term Measures (limited to 3000 characters)	<i>Respondent skipped this question</i>
Q13: 4a. Local TLC Goal	<i>Respondent skipped this question</i>
Q14: 4b. To what extent has this goal been met?	<i>Respondent skipped this question</i>
Q15: 4c. Description of Results Including Short and Long-Term Measures (limited to 3000 characters)	<i>Respondent skipped this question</i>

PAGE 4: Put any goals you wish to report on, but do not directly align with state TLC goals, on this page.

Q16: 5a. Local TLC Goal

To achieve increased student achievement in literacy and mathematics.

Q17: 5b. To what extent has this goal been met?

(no label)

Mostly Met

Q18: 5c. Description of Results Including Short and Long-Term Measures (limited to 3000 characters)

Our goal in literacy was to improve achievement and we were able to make gains in 3rd, 4th, and 5th grades from the previous year. Examples include: 58th % to 61st %tile in 3rd grade; 37th %tile to 58th %tile in 4th grade, and 67th %tile to 78th %tile.

Math gains were 78%tile in 7th grade, 71st %tile in ninth grade and 76%tile in tenth grade.

Q19: 6a. Local TLC Goal

To attract and retain effective teachers by providing enhanced career opportunities and support in research-based training.

Q20: 6b. To what extent has this goal been met?

(no label)

Somewhat Met

Q21: 6c. Description of Results Including Short and Long-Term Measures (limited to 3000 characters)

By somewhat meeting our goal, we were able to attract effective teachers, but failed to retain them, due to a couple of reasons. Our district is only a few years away from needing to whole grade share, and this has caused teachers to jump ship in lieu of finding more secure positions elsewhere.

We had both of our Instructional Coaches resign at the end of this year to take positions in other school districts. We also had several quality teachers find jobs in other districts as well.

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Q22: 7. Based on the results of your data analysis, what adjustments might you consider TLC implementation. (Please note this is not an official plan change). If you would like more information on how to submit an official plan change please use this link or contact Becky Slater.

Due to losing both our elementary and secondary Instructional Coaches, the CAL District is looking at a different design to our TLC Plan. We have had our model classroom teachers step up and offer to assist other teachers in whatever way we can make a difference in learning for our students.

We have begun interventions as part of the CIM (Comprehensive Intervention Model) with our lower performing students and have seen significant gains from these identified students. We certainly want to keep this momentum going!

Q23: 8. Please share anecdotal evidence/stories that demonstrate how the implementation of TLC has impacted your district.

The CAL District has a relationship with the Jacobsen Center at the University of Northern Iowa in the Partnership in Comprehensive Literacy. The PCL Model integrates a circular framework for literacy to improve student achievement by providing interventions for students who are not proficient according to summative assessments. This relationship developed a Literacy Coach to assist in training and coaching teachers in research-based, best practice strategies.

Impact of TLC Plan - 2015-2016

Q24: Please check each of the following boxes, indicating your agreement to continue to meet these requirements:

Minimum Salary – The school district will have a minimum salary of \$33,500 for all full-time teachers.

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Selection Committee – The selection process for teacher leadership roles will include a selection committee that includes teachers and administrators who shall accept and review applications for assignment or reassignment to a teacher leadership role and shall make recommendations regarding the applications to the superintendent of the school district.

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Teacher Leader Percentage – The district will demonstrate a good-faith effort to attain participation by 25 percent of the teacher workforce in teacher leadership roles beyond the initial and career teacher levels.

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Teacher Compensation – A teacher employed in a school district shall not receive less compensation in that district than the teacher received in the school year preceding implementation of the district's TLC plan.

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Applicability – The framework or comparable system shall be applicable to teachers in every attendance center operated by the school district.